

Headquarters U.S. Air Force

Integrity - Service - Excellence

Acquisition Workforce 2005 Task Force

Initiatives Implementation

**Lt Col Scott Harwood
SAF/AQXDA
9 January 2001**



U.S. AIR FORCE



U.S. AIR FORCE

Purpose

To Outline Task Force Initiatives Recommended for Component Implementation



U.S. AIR FORCE

Task Force Recommendations Overview

■ Recognized 8 Ongoing Initiatives

- 4 - Currently Being Implemented**
- 2 - Legislative proposal pending**
- 2 - Legislative coordination underway**

■ Recommended 31 New Initiatives

- 9 - Immediate Implementation Possible**
- 16- Near Term Implementation Recommended**
- 6- Legislation Required**



U.S. AIR FORCE

Ongoing Initiatives

Being Implemented

- **Automate the Hiring Process**
- **Acq Workforce Personnel Demonstration Project**
- **Establish Career Development Plans (all career fields)**
- **Establish Special Pay Rates for IT specialists**

Pending Legislative Action

- **Increase Bonus Ceilings**
- **Permit Conversion of 401K Plans and Immediate Contributions to Gov't Thrift Savings Plan**
- **Expand VERA/VSIP Authority**
- **Develop a Phased Retirement Program**



U.S. AIR FORCE

Task Force Recommendations

“What We Can Do Immediately”



U.S. AIR FORCE

Initiatives

1. Develop and Implement Comprehensive, Needs-Based Human Resource Performance Plans for the Civilian Acquisition Workforce

Implementation: Forward Plan to USD (AT&L) by 1 Jul 01 for review and approval; update annually

Status: OSD guidance was provided Dec 00

AQXD Recommendation:

- Perform comprehensive workforce requirements review including military, civilian and contractor segments**
- Integrate with Total Force Career Field Review and anticipated S&E functional manager requirements scrub**



U.S. AIR FORCE

Initiatives, Cont'd

2. Maximize Use of Existing Hiring Authorities

Implementation: SAE review to ensure not unnecessarily restrictive; report results to AET&CD by 15 Jan 01

Status: Open

AQXD Recommendation:

- Perform review in conjunction with AQ/AFMC/IL Offsite Action Item 3A**
- Pursue with AF/DP**



U.S. AIR FORCE

Initiatives, Cont'd

3. Maximize Use of Existing Authorities to Make Pay More Competitive

**Implementation: Required of component hiring
officials as soon as pay-setting authority
guidance provided by ODASD**

**Status: Awaiting ODASD (CPP) guidance to hiring
officials (estimated 15 Jan 01 distribution date)**

**AQXD Recommendation:
- None**



U.S. AIR FORCE

Initiatives, Cont'd

4. Expand Public and Private Sector Recruiting Efforts, and Make It Easier to Apply for DoD Acquisition

Positions

Implementation: Develop job announcements and screening criteria to promote interest by public and private sector candidates (no specified timeline)

Status: Open

AQXD Recommendation:

- Pursue with AF/DP



U.S. AIR FORCE

Initiatives, Cont'd

5. Maximize Use of the Student Educational Employment Program (SEEP) to Recruit from Colleges and Other Sources

Implementation: Review opportunities and take maximum advantage not later than 31 Mar 01

Status: Open

AQXD Recommendation:

- Pursue with AF/DP



U.S. AIR FORCE

Initiatives, Cont'd

7. Provide More Career-Broadening Opportunities

Implementation: Requires career-broadening rotational assignment plans by 1 Jul 01

Status: Existing career-broadening rotationals are DLAMP and Career Programs. ERB Development Panel is reviewing relative to Central Salary Account.

AQXD Recommendation:
- Continue ERB efforts



U.S. AIR FORCE

Initiatives, Cont'd

8. Increase Use of Employee Incentive Programs

Implementation: Components to increase awards incentive pool budgets from 1% to 1.25% of civilian personnel budgets. Review and maximize use of other recognition programs by 31 Dec 00.

Status: Open. Acq Demo provides 2% Contribution Rating Increase and 1% for Contribution Awards.

AQXD Recommendation:

- Pursue with AF/DP



U.S. AIR FORCE

Initiatives, Cont'd

9. Ensure a Work-Friendly Environment

Implementation: Review and take maximum advantage of alternate work schedules and telecommuting by 1 Dec 00.

Status: In-work

AQXD Recommendation:

- Perform review in conjunction with AQ/AFMC/IL Offsite Action Item 3A**



U.S. AIR FORCE

Task Force Recommendations

**“What We Should Start
in the Near Term”**



U.S. AIR FORCE

Initiatives, Cont'd

11. Develop Acquisition Workforce Recruiting Program

Implementation: Components to develop strategy; incorporate in Needs Based HR performance plan (Initiative #1) by 31 Jul 01

Status: Open

AQXD Recommendation:

- Work in conjunction with Initiative #1



U.S. AIR FORCE

Initiatives, Cont'd

12. Establish a Scholarship Program for the Acquisition Community

Implementation: AET&CD establish a working group with Components and DAU by 31 Oct 00 to develop a program

Status: AQXDA participating in working group established Nov 00

AQXD Recommendation:
- None



U.S. AIR FORCE

Initiatives, Cont'd

15. Reengineer the Hiring Process

Implementation: DoD components should review hiring processes by 1 Jan 01. Reengineered hiring processes should include reduced cycle time and timely and effective feedback to applicants.

Status: Addressed by several on-going initiatives

AQXD Recommendation:

- Continue to pursue with AF/DP



U.S. AIR FORCE

Initiatives, Cont'd

19. Establish Career Paths to Achieve Multifunctional Acquisition Professionals

Implementation: Functional Advisors, with Components, to define multifunctional career paths, and AET&CD will prepare a program and implementation plan by 31 Mar 01.

Status: Open

AQXD Recommendation:

- Pursue with AET&CD and Functional Advisors



U.S. AIR FORCE

Initiatives, Cont'd

20. Increase Civilian Leadership Developmental Opportunities

Implementation: DoD components to develop implementation plans to increase civilian leadership development opportunities by 1 Jul 01. Compete mil and civ candidates for leadership positions in accordance with DAWIA.

Status: Open

AQXD Recommendation:

- Identify appropriate positions and criteria as part of Initiative #1 requirements scrub; incorporate in MMB process**



U.S. AIR FORCE

Initiatives, Cont'd

22. Component Assessment of High-Grade Requirements

Implementation: Address high-grade requirements in Component needs-based HR performance plans (Initiative 1), 1 Jul 01

Status: Complete. 21 Nov 00 ODASD (CPP) memorandum discontinued the DoD-wide high grade controls.

AQXD Recommendation:
- None



U.S. AIR FORCE

Initiatives, Cont'd

23. Improve Management of Personnel Lapse Rates

Implementation: DoD components to develop metrics to assess lapse rates and implement alternatives for better management of unused personnel budget account resources resulting from vacancies by 31 Mar 01.

Status: Open

AQXD Recommendation:

- Pursue with AF/DP



U.S. AIR FORCE

Task Force Recommendations

“What We Need Legislative Authority To Do”



U.S. AIR FORCE

Initiatives, Cont'd

28. Encourage Job Mobility, Both Local and Geographic

Implementation: DoD components to foster mobility opportunities and establish support programs by 15 Jan 01. AET&CD to initiate legislative proposals (in coordination with Components) to authorize retirement moves to home of record by 15 Jan 01.

Status: Working as part of AQ/AFMC/IL offsite Action Item 3A

**AQXD Recommendation:
- Pursue with AET&CD**



U.S. AIR FORCE

Initiatives, Cont'd

31. Maximize Use of Return Home Visit Authority for TDY Employees and Permit Spouse Travel as an Alternative

Implementation: DoD components to encourage managers to fund and provide return home visits in accordance with the JTR. AET&CD and ODASD (CPP) to jointly develop, in coordination with Components, legislative proposal to permit spouse travel on a constructive cost basis by 15 Jan 01.

Status:

AQXD Recommendation:

- Encourage use of existing authority in conjunction with AQ/AFMC/IL offsite Action Item 3A**



U.S. AIR FORCE

Q & A



U.S. AIR FORCE

Back Up



U.S. AIR FORCE

Initiatives Assigned to OSD

- **6. Provide Timely Certification Training. Implementation: AET&CD to establish a process to annually assess acq training requirements, review DAU training offerings and resource apportionment plans (1 Mar 01).**
- **10. Promote DoD's Challenging Work and Rewarding Opportunities. Implementation: ODASD (CPP) and AET&CD task with component representative participation (15 Mar 01).**
- **13. Establish a Central DoD Acquisition Career Management Web Site. Implementation: AET&CD to develop web site for job vacancies by 31 Mar 01.**
- **14. Develop a Functional Manager's Recruiting, Hiring and Retention Handbook. Implementation: AET&CD, in conjunction with ODASD (CPP), to develop and disseminate broadly to acq workforce by 15 Jan 01.**



U.S. AIR FORCE

Initiatives Assigned to OSD

Cont'd

- **16. Assess Competition on a Location-by-Location Basis.**
Implementation: AET&CD, with ODASD (CPP), to study private sector competition in the 10 acq population centers by 15 Jan 01; work with Components to develop special rate requests, where necessary and provide to ODASD (CPP) for submittal to OPM.
- **17. Develop a Mechanism for Acquisition Certification of Private Sector Accessions.** **Implementation: AET&CD to develop a strategy for certification of Acq Workforce accessions from the private sector by 15 Jan 01.**
- **18. Rehire Federal Annuitants Without Financial Offset.**
Implementation: AET&CD, with ODASD (CPP), to seek delegation of authority from OPM to authorize rehiring of federal retirees for critical Acq workforce requirements by 15 Dec 00.



U.S. AIR FORCE

Initiatives Assigned to OSD Cont'd

- **21. Assess the Effect of FERS on the DoD Workforce.**
Implementation: ODASD (CPP) to assess the impact of FERS on the civilian workforce and report results with recommendations to USD (P&R) and USD (AT&L) by 1 Jul 01.
- **24. Conduct Entrance and Exit Surveys.** **Implementation: ODASD (CPP) and AET&CD to jointly develop survey programs for DoD Components by 31 Jan 01.**
25. Establish a Program to Share Best Practices within the Acq Workforce.
Implementation: AET&CD will develop and establish guidelines by 1 Jan 01; implement program by 15 Jan 01.
- **26. Convert Term Appointments to Permanent Appointments Non-Competitively.** **Implementation: AET&CD and ODASD (CPP) to jointly develop a legislative proposal by 15 Jan 01 in full consultation with Components and their union employee associations.**



U.S. AIR FORCE

Initiatives Assigned to OSD Cont'd

- **27. Establish a DoD/Industry Two-way Exchange Program. Implementation: AETC&CD, with ODASD (CPP), to develop a legislative proposal to establish a two-way exchange program for the Acq workforce by 15 Jan 01.**
- **29. Assess DoD Acq Workforce Personnel Mgmt Authorities. Implementation: AET&CD and ODASD (CPP) to conduct assessment and develop legislative proposal by 15 Jan 01.**
- **30. Allow Employees to Buy Down the Early Retirement Penalty. Implementation: ODASD (CPP) to develop legislative proposal for voluntary contributions to the Civil Service Retirement & Disability Fund by 15 Jan 01.**